

Mediation Compliance Unit



Lieutenant Larry Doyle Sergeant Gio Veliz

Minneapolis Police Department Hiring Process

November 2005

State of Minnesota POST License Eligible Criteria

- Complete a two or four year Law Enforcement or Criminal Justice degree through a a Professional Peace Officer Education program
- Be a citizen of the United States
- Possess a valid driver's license or be eligible to obtain such in Minnesota
- Not have been convicted of a felony
- Pass the POST Licensing Exam (reciprocity exam)
 - Eligible to be licensed

Minneapolis Police Department Candidate Recruitment Approaches Goals: Fill open positions with qualified personnel. Increase the diversity of MPD workforce.

Recruit Officer Program:

A candidate who has completed all of the officer pre-license work, both academic courses and skills training. The last step in becoming a licensed officer is to secure a position on a police force. The candidate simultaneously achieves their license as they start the Minneapolis Police Academy.

Lateral Hires:

Recruit a Police Officer who has their license and a minimum of one year's experience as a licensed officer.

Community Service Officers (CSO):

Candidates who are able to pass college entrance requirements. Will need to enroll in college to complete academic course work and skills training while a CSO officer.

Cadet Program:

Candidate entering the Cadet program have a 2 or 4 year degree and any discipline. The MPD brings in certified instructors to provide the core law enforcement courses. Candidates then take the POST Test then go though SKILLS.

Police Recruits

- 2 Yr or 4 Yr degree in LE
- SKILLS/POST certified

Candidate submits an application

Candidate is tested

- Oral board
- Physical fitness

Eligibility list is established in rank order (Rule of 3)

Extensive background check on each applicant (it typically takes 90 days to complete)

Conditional job offered to selected ← candidates\

(Chiefs Authority) 11/7/2005 Conditional job offer
excepted, complete
medical/drug testing and
psychological examinations

If they pass the medical and psychological examinations they are offered a position

Candidate Begins Recruit School

Fully Trained Officer within 9 Months

Lateral Transfers

 1 Year or more experience Police Officer In other law enforcement agency

Candidate submits an application

Candidate is tested

- Oral board
- Physical fitness

Eligibility list is established in rank order (Rule of 3)

Extensive background check on each applicant (it typically takes 90 days to complete)

Conditional job offered to selected ← candidates (Chiefs Authority)

Conditional job offer excepted, complete medical/drug testing and psychological examinations

If they pass the medical and psychological examinations they are offered a position

Candidate
Begins Recruit
School
(accelerated?)

Fully Trained Officer within 9 Months (accelerated?)

Cadet Program

• 2 or 4 year degree in any discipline

Candidate submits an application

Candidate is tested

- Oral board
- Physical fitness

Extensive background check on each applicant (it typically takes 90 days to complete)

Eligibility list is established in rank order (Rule of 3)

Complete medical/drug testing and psychological examinations

examinations Fully Tr

Job offered to selected candidates

(Chiefs Authority)

Begin fulltime accelerated law enforcement program (in house instructors)

After completion of law enforcement accelerated program

- Attend & Pass SKILLS
- Pass POST Test

Candidate
Begins Recruit
School

Fully Trained Officer within 9 Months

Community Service Officer

- 18 YOA
- HS Degree or equivalent

Candidate submits an application

Candidate is tested

- Oral board
- Written Test (college assessment exam)

Extensive background check on each applicant (it typically takes 90 days to complete)

Eligibility list is established in rank order (Rule of List)

Complete medical/drug testing and psychological examinations

Job offered to selected candidates

(Chiefs Authority)

Begin fulltime two year degree law enforcement program (choose school)

Conditions of employment

- Maintain min of 2.0 GPA
- Min 20 hour work week
- Job within MPD
- Supervised by CSO SGT

After completion of law enforcement degree program

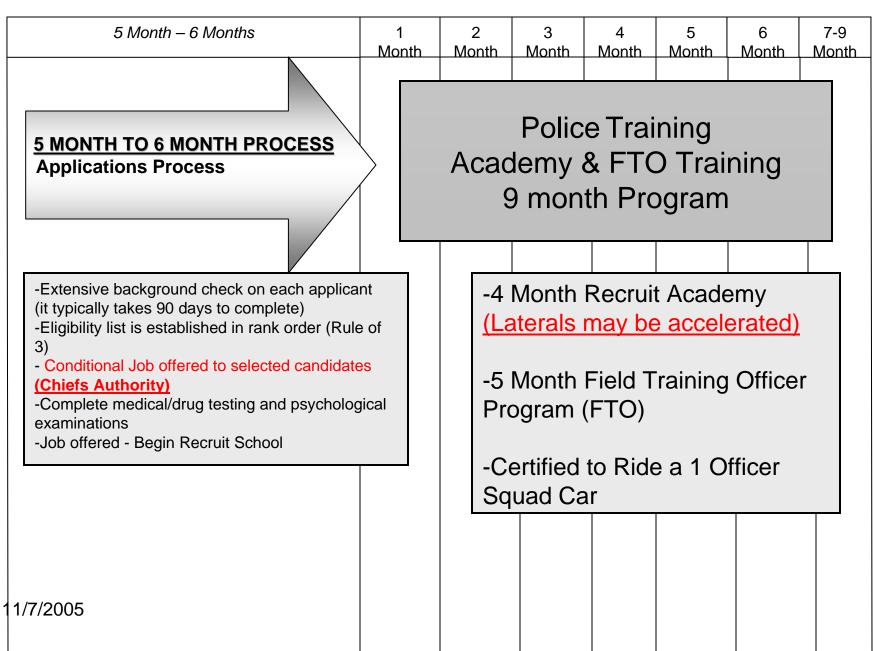
- Attend & Pass SKILLS
- Pass POST Test
- 40 hour work week

Candidate Begins Recruit School

Fully Trained Officer within 9 Months

11/7/2005

Recruit/Cadet/Lateral Hiring Process - Minneapolis Police Department





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Lateral Entry Candidates By Gender and Ethnicity							
	Male	Male Female Total %					
White	35	6	41	60.29			
Black	16	3	19	27.94			
Hispanic	0	0	0	0.00			
Asian	2	0	2	2.94			
Am. Indian	2	0	2	2.94			
Unknown	0	4	4	5.88			
Total	55	13	68	100%			



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Community Service Officer Candidates								
By Gender and Ethnicity								
	Male	Female	Total	%				
White	35	5	40	53.33				
Black	12	1	13	17.33				
Hispanic	3	2	5	6.67				
Asian	8	0	8	10.67				
Am. Indian	1	1	2	2.67				
Unknown	5	2	7	9.33				
Total	64	11	75	100%				

CSO Hiring Process – Minneapolis Police Department

1 st year	2 nd year	3 rd Year	1 month	2 month	3 month	4 month	5 month	6 month	7-9 month
Applications - CSO Academy (3 Weeks) - Obtain 2 year degree -Skills-POST Certified				Police Training Academy & FTO Training 9 month Program					
-Candidate is tested			ant e of	 -4 Month Recruit Academy -5 Month Field Training Officer Program (FTO) -Certified to Ride a 1 Officer Squad Car 					r
- Conditions - Maintain m - Min 20 hou Job within N	of employment nin of 2.0 GPA ur work week								

2005-2006 Hiring Timeline for 71 Officers – Minneapolis Police Department Phase 1: Jul 05 Aug 05 Sep 05 Oct 05 Feb 06 May 06 Jun 06 Nov 05 Dec 05 Jan 06 Mar 06 *Apr 06* **CSO Program** Fall '05 Currently employed CSOs who have completed a two-50 % Police Training 14 year program, testing, and diversity is received conditional offers for Academy class includes promotion. the goal for 1 Hispanic, CSOs and lateral hires who 1 Africanfuture recruit **Lateral Hiring** successfully complete the American. Licensed officers who had academies MPD academy and receive 1 white female already applied, completed their state licenses testing and background become officers. checks, and received final or conditional offers. Phase 2: **CSO Program** Spring '06 CSOs who have completed a two-year program. **Police Training** testing, and received conditional offers for **57** promotion. Academy composition of applicant pool and CSOs and lateral hires who progress toward successfully complete the diversity goals is MPD academy and receive Lateral Hiring monitored weekly their state licenses Licensed officers who have applied, completed their become officers. background checks and testing, and received final or conditional offers. 11/7/2005